

Leadership competency in Narrative Framework

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Content

- Problems and background
- Design and methods
- Preliminary findings
- Conclusions and recommendations

Problems and background

Research problems:

- How the military service leadership training signifies the women trained?
- How the leadership training affects their leadership competency?

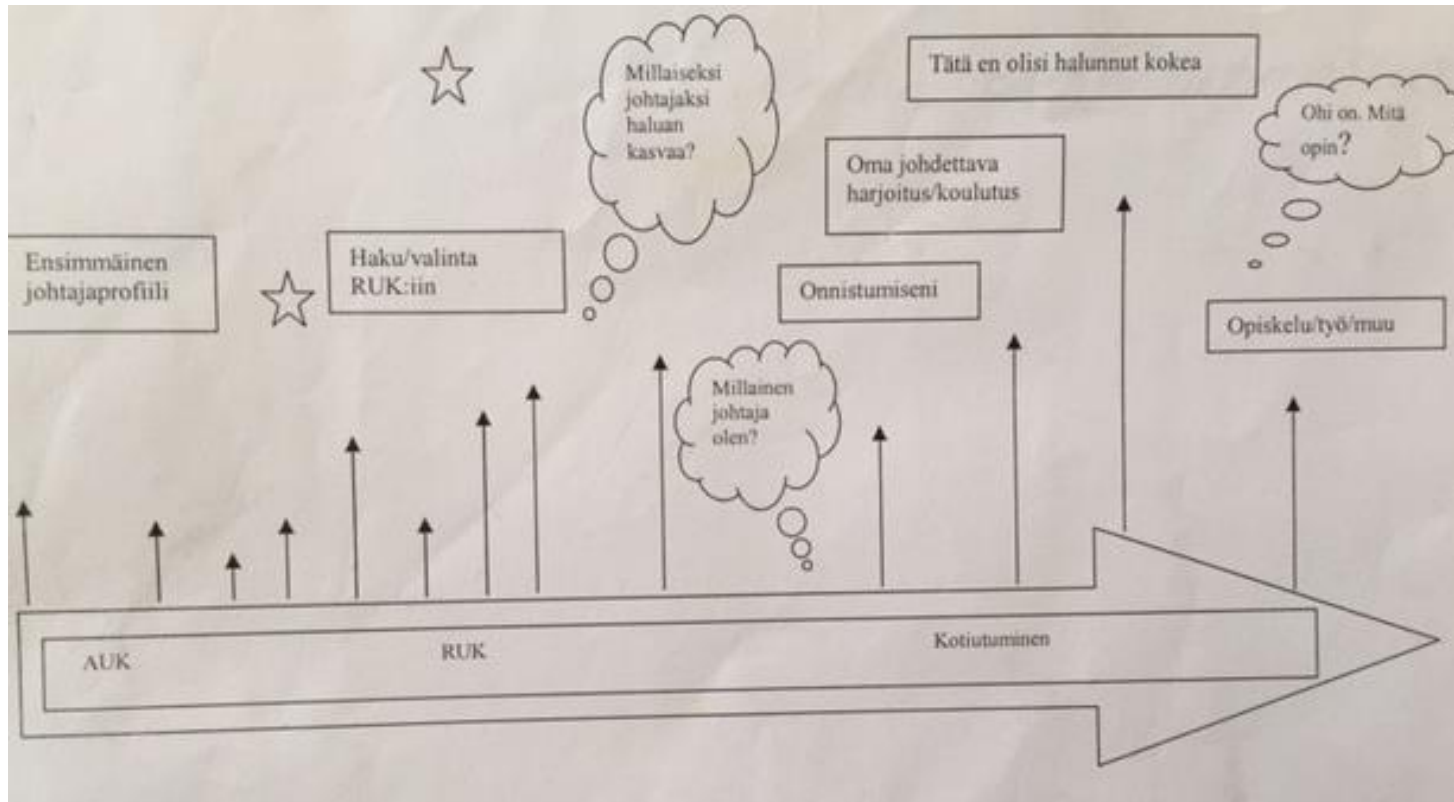
Background:

- Social Constructionism
- Leadership Competency
- Gender

Design and methods

- Qualitative narrative research
- Narrative data
 - Semi-structured interviews (N=15)
 - Timeline drawings
 - Theory is a resource to the interpretation
- Greimas Actantial model

Narrative data



Example of the timeline drawing.

Instructions given:

Draw a picture of your Military Service and its turnouts, please.

Bring it with you when you arrive to the interview.

Atlas.ti

The screenshot displays the Atlas.ti software interface on a Mac. The top menu bar includes 'ATLAS.ti', 'Project', 'Edit', 'Document', 'Quotation', 'Code', 'Memo', 'Network', 'Analysis', 'Tools', 'View', 'Window', and 'Help'. The main window is titled 'VÄITÖSKIRJA' and features a toolbar with 'Quotation from Selection', 'Add Coding', 'Code In Vivo', and 'Quick Coding'. Below the toolbar, there are tabs for 'Documents', 'Quotations', 'Codes', and 'Memos'. The 'Documents' tab is active, showing a list of documents, with '7 : 7 VAIRINEN.docx' selected. A 'List of Codes and Associated Groups' window is open, displaying a list of codes such as 'Onnistuminen, keksii oman sovelluksen', 'Onnistuminen, oman joukon johtaminen', and 'Onnistuminen, omat alokkeat menesty'. The 'Quotations' tab is also visible, showing a list of quotations. The 'Codes' tab is active, displaying a list of codes. The 'Memos' tab is also visible. The right side of the interface shows a 'Document 7' panel with a comment section titled 'No Comment' and an 'Ownership' section showing 'Created: 7. huhtikuuta 2015' and 'Changed: 7. huhtikuuta 2015' by 'Heli Häyrynen'. The bottom of the screen shows the Mac OS X dock with various application icons.

A.J. Greimas (1979), Actantial model

SENDER → (the King)	OBJECT → (the rescued Princess)	RECEIVER → (the King, the Princess, the Prince)
HELPER → (the magic sword)	^ SUBJECT (the Prince)	← OPPONENT ← (the dragon)

Analytical process

Story of a one informant

- Transcribe
- Read
- Atlas.ti

Categories of the stories

Devide actant models into the themes



**Actant model
of one story**

**Actant
models of the
categorized
stories**

Preliminary findings

- The study found **four types of stories** how the military service leadership training signifies the women trained

- 1) Towards a Military Career -story
- 2) Gap year -story
- 3) Adventure -story
- 4) Not a Princess -story

(Research problems:

- How the military service leadership training signifies the women trained?
- How the leadership training affects their leadership competency?)

Towards a Military Career- story

SENDER

Military career

OBJECT

Leadership Training

RECEIVER

External merits (cv,
leadership experience)

HELPER

A relative who has
experiences of the
Defense Forces

SUBJECT

Women

OPPONENT

Personal weaknesses

Categorized Stories	Motivation to join Military Service	Significance of Leadership Training	Leadership Competency
1) Towards a Military Career	Dream of the Military Career	External Merits	Professional skills, Physical condition
2) Gap Year	Gap year before studies. Need to get some time to make decisions for the future.	Development of a human dimension. To become self-contained. Better social skills.	Relationship skills, initiative, organizing skills
3) Adventure	Adventurous, want to dare themselves.	Individual experiments. Learn to accept own weaknesses.	Relationship skills More reasonable
4) Not a Princess	Childhood dream, Boyish girl.	Communality, Being a part of the "Military Service-stories".	Braver, Easygoingness, Confident

Conclusions

Storytelling is a fundamental human ability that can also convey and construct experiences in organizations.

- Narrative framework and the studying storytelling gives new insight of the leadership and its training
- The narrative approach has spread to leadership studies quite recently and still needs support of authentic data.

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